



# A new service provider for Contra Costa County Deferred Compensation Plan



The Contra Costa County Deferred Compensation Plan Committee recently announced that Empower Retirement will replace MassMutual Retirement Services (MassMutual) as the provider handling administrative, recordkeeping, communication, investment and financial education services for the Contra Costa County Deferred Compensation Plan. This transition will be effective on **July 29, 2019**.

## About Empower

After a comprehensive selection process, the Contra Costa County Deferred Compensation Committee chose Empower Retirement as the company that offered the best fit for plan participants. Empower is a member of the Great-West Family of Companies,<sup>1</sup> which has been providing financial services since 1891. Empower specializes in servicing defined contribution retirement plans. Headquartered in Greenwood Village, Colorado, the company serves more than 9.1 million retirement plan participants.<sup>2</sup>

Empower was chosen as the new service provider based upon its competitive fees, enhanced financial and retirement planning education tools, online services and the support of dedicated Retirement Plan Advisors who can help answer your questions. You can find more information at **[www.empower-retirement.com](http://www.empower-retirement.com)**.

## Be aware of the blackout period

To help ensure an accurate transfer of assets and records from MassMutual, there will be a blackout period during which **you will not have access to your current account**.

However, the funds in your account will remain invested.

The blackout period is scheduled to start at 1 p.m. Pacific time July 19, 2019, for the self-directed brokerage account (SDBA) and July 23, 2019, for all other investments and transactions.

The blackout period will end after the close of business on or about August 9, 2019.<sup>3</sup> Once the plan opens, an announcement will be sent to all participants notifying you that the plan is now live with Empower.

## Your next steps

- Attend one of the scheduled group meetings or webinars listed on page 2 to learn more about the enhanced services available to you from Empower.
- After the transition, visit the new website at **[www.contracosta457.com](http://www.contracosta457.com)** and activate your new Empower online account by clicking on the *Register* button.<sup>4</sup>

Please carefully review this brochure for more information on these changes.

# Transition timeline

DATE	EVENT	DETAILS
June 26-July 24, 2019	Transition meetings held (see details on page 2)	Get additional information on the transition process and Empower and answers to questions about managing your account.
July 19, 2019	SDBA blackout period begins	Make any transfers from Schwab before 1 p.m. Pacific time.
July 23, 2019	Blackout period for all other investments and transactions begins	Make any transfers from MassMutual before 1 p.m. Pacific time.
July 29, 2019	Transition of assets	Plan accounts will automatically transfer to Empower.
August 9, 2019	Blackout period ends	You will be able to resume all account activities after close of business.
October 2019	Final quarterly statements from MassMutual sent	MassMutual will send your final statement.
October 2019	First quarterly statement from Empower sent	Statements will be delivered electronically with your full account balance.

These dates and times are subject to change. Please see your plan representative for more information.

## Attend a meeting or webinar

During these meetings, Empower will provide you with additional information about the new plan features and services. At these meetings, we will:

- Outline the details and important dates of the transition.
- Discuss your new investment options.
- Share information on how to manage your account.
- Introduce your Retirement Plan Advisors.
- Answer your questions.

DATE	LOCATION	TIME	MEETING TYPE
June 26, 2019	Webinar	11:30 a.m. - 12:30 p.m.	Webinar*
June 26, 2019	Webinar	12:30 p.m. - 1:30 p.m.	Webinar*
June 27, 2019	Contra Costa County 651 Pine Street, Suite 107 (Board Chambers), Martinez, CA 94553	6 p.m. - 7 p.m.	Group
July 3, 2019	Webinar	11:30 a.m. - 12:30 p.m.	Webinar*
July 3, 2019	Webinar	12:30 p.m. - 1:30 p.m.	Webinar*
July 10, 2019	Webinar	11:30 a.m. - 12:30 p.m.	Webinar*
July 10, 2019	Webinar	12:30 p.m. - 1:30 p.m.	Webinar*
July 11, 2019	Contra Costa County 651 Pine Street, Suite 107 (Board Chambers), Martinez, CA 94553	6 p.m. - 7 p.m.	Group
July 17, 2019	Webinar	11:30 a.m. - 12:30 p.m.	Webinar*
July 17, 2019	Webinar	12:30 p.m. - 1:30 p.m.	Webinar*
July 24, 2019	Webinar	11:30 a.m. - 12:30 p.m.	Webinar*
July 24, 2019	Webinar	12:30 p.m. - 1:30 p.m.	Webinar*

\*To register for a webinar, visit [www.contracosta457.com](http://www.contracosta457.com). Note: If you're unable to attend a webinar or group meeting, a pre-recorded webinar is available at [www.contracosta457.com](http://www.contracosta457.com).

# Investment fund mapping process

## How your plan's investment options will transition to Empower

On July 29, 2019, your current account balance and future contributions will be transferred to Empower through an automatic process called fund mapping. The fund mapping approach was chosen by Contra Costa County and its investment consultant, Segal Marco Advisors.

Fund mapping is the process of transferring existing investment options to the same or similar options available in the new fund menu. The mapping process matches current and new options based on fund strategy and objectives, risk profile, holdings and long-term performance potential.

The fund mapping chart below lists each current investment option and the corresponding new investment option.

## Your new, simplified investment lineup

PRIOR INVESTMENT OPTION	MAPS TO	NEW INVESTMENT OPTION	TICKER
MassMutual Guaranteed Interest Account	>	Great-West Stable Value Fund	N/A
JPMorgan US Gov't MM	>	Great-West Stable Value Fund	N/A
Loomis Sayles Bond	>	Dodge & Cox Income	DODIX
PIMCO Total Return	>	Dodge & Cox Income	DODIX
PIMCO Real Return	>	Dodge & Cox Income	DODIX
N/A	>	Fidelity US Bond*	FXNAX
N/A	>	Payden & Rygel Global Fixed Income*	PYGFX
Vanguard Target Retirement Income	>	Vanguard Target Retirement Income	VITRX
Vanguard Target Retirement 2015	>	Vanguard Target Retirement 2015	VITVX
Vanguard Target Retirement 2020	>	Vanguard Target Retirement 2020	VITWX
Vanguard Target Retirement 2025	>	Vanguard Target Retirement 2025	VRIVX
Vanguard Target Retirement 2030	>	Vanguard Target Retirement 2030	VTTWX
Vanguard Target Retirement 2035	>	Vanguard Target Retirement 2035	VITFX
Vanguard Target Retirement 2040	>	Vanguard Target Retirement 2040	VIRSX
Vanguard Target Retirement 2045	>	Vanguard Target Retirement 2045	VITLX
Vanguard Target Retirement 2050	>	Vanguard Target Retirement 2050	VTRLX
Vanguard Target Retirement 2055	>	Vanguard Target Retirement 2055	VIVLX
Vanguard Target Retirement 2060	>	Vanguard Target Retirement 2060	VILVX
N/A	>	Vanguard Target Retirement 2065*	VSXFX
Invesco Equity and Income <sup>#</sup>	>	Age appropriate Vanguard Target Retirement Funds	N/A
Davis NY Venture	>	T. Rowe Price Inst'l US Structured Research	TRISX
Hartford Capital Appreciation	>	T. Rowe Price Inst'l US Structured Research	TRISX

CONTINUED ON NEXT PAGE

PRIOR INVESTMENT OPTION	MAPS TO	NEW INVESTMENT OPTION	TICKER
Vanguard Institutional Index	>	Fidelity 500 Index	FXAIX
Vanguard Total Stock Market Index	>	Fidelity 500 Index	FXAIX
American Century Equity Income	>	Fidelity 500 Index	FXAIX
American Century Value	>	Fidelity 500 Index	FXAIX
Hartford Dividend and Growth HLS	>	Fidelity 500 Index	FXAIX
American Funds Growth Fund of America	>	Fidelity 500 Index	FXAIX
Calvert Equity	>	Fidelity 500 Index	FXAIX
Highland Premier Growth Equity	>	Fidelity 500 Index	FXAIX
Invesco American Franchise	>	Fidelity 500 Index	FXAIX
T. Rowe Price Growth Stock	>	Fidelity 500 Index	FXAIX
Vanguard Mid Cap Index*	>	Age appropriate Vanguard Target Retirement Funds	N/A
Hotchkis & Wiley Mid Cap Value*	>	Age appropriate Vanguard Target Retirement Funds	N/A
Artisan Mid Cap*	>	Age appropriate Vanguard Target Retirement Funds	N/A
Hartford MidCap HLS*	>	Age appropriate Vanguard Target Retirement Funds	N/A
Vanguard Small Cap Index	>	Fidelity Small Cap Index	FSSNX
N/A	>	Wasatch Small Cap Value*	WICVX
American Century Small Cap Value	>	Fidelity Small Cap Index	FSSNX
Keeley Small Cap Value	>	Fidelity Small Cap Index	FSSNX
Baron Small Cap	>	Fidelity Small Cap Index	FSSNX
Hartford Small Company HLS	>	Fidelity Small Cap Index	FSSNX
Hartford Healthcare HLS*	>	Age appropriate Vanguard Target Retirement Funds	N/A
Invesco Real Estate*	>	Age appropriate Vanguard Target Retirement Funds	N/A
Ivy Science and Technology*	>	Age appropriate Vanguard Target Retirement Funds	N/A
MFS Utilities*	>	Age appropriate Vanguard Target Retirement Funds	N/A
Schwab SDBA	>	Schwab SDBA	N/A
American Funds Cap Wld Gr and Inc	>	Fidelity Global ex-US Index	FSGGX
MFS International Value	>	Harding Loevner International	HLIZX
Vanguard Total Intl Stock Index	>	Fidelity Global ex-US Index	FSGGX
Oppenheimer Global	>	Fidelity Global ex-US Index	FSGGX
Amer Funds EuroPacific Growth	>	Harding Loevner International	HLMIX
American Century Intl Growth	>	Harding Loevner International	HLMIX
MFS Int'l New Discovery	>	Fidelity Global ex-US Index	FSGGX

\*New investment option. No prior fund balances will be mapped into this fund.

# Refer to the Target date fund mapping section for more information.

These changes may result in an increase or decrease in your investment risk exposure and may or may not be consistent with your target strategy or investment style. You are urged to review your account prior to and/or after the changes occur and make adjustments to your asset allocation if necessary.

# Target date fund mapping

If you are invested in one of the nine funds listed below, the assets that you hold in one or more of these funds will be placed in a temporary holding account called the **Dreyfus Government Cash Management Instl – Ticker: DGCXX**.

FUND NAME	FUND NAME
Invesco Equity and Income	Hartford Healthcare HLS
Vanguard Mid Cap Index	Invesco Real Estate
Hotchkis & Wiley Mid Cap Value	Ivy Science and Technology
Artisan Mid Cap	MFS Utilities
Hartford MidCap HLS	

After receipt and reconciliation of the plan's records from MassMutual, your accounts and future contribution investment allocations will be invested based on your date of birth as described in the table below:

FUND NAME	DATE OF BIRTH	
Vanguard Target Retirement Income	Before	1948
Vanguard Target Retirement 2015	1949	1952
Vanguard Target Retirement 2020	1953	1957
Vanguard Target Retirement 2025	1958	1962
Vanguard Target Retirement 2030	1963	1967
Vanguard Target Retirement 2035	1968	1972
Vanguard Target Retirement 2040	1973	1977
Vanguard Target Retirement 2045	1978	1982
Vanguard Target Retirement 2050	1983	1987
Vanguard Target Retirement 2055	1988	1992
Vanguard Target Retirement 2060	1993	1997
Vanguard Target Retirement 2065	1998	Later

# Self-directed brokerage account

The SDBA option, also known as the Schwab Personal Choice Retirement Account® (PCRA), will not be changing providers as a result of the move to Empower. It will continue to be offered through Charles Schwab & Co., Inc. (Member SIPC).

Please refer to the *Frequently Asked Questions* section in this brochure and the enclosed SDBA letter regarding the transition of your account.

# Your designated beneficiaries

Empower will receive your beneficiary data from MassMutual. You will be able to review your beneficiary information online. If you do not have a beneficiary designation, you will have the opportunity to make that election online after the transition.

# A new approach to fees

Every participant in the Contra Costa County Deferred Compensation Plan pays fees, even if you haven't noticed them. These fees cover management of the investments within your plan and administrative fees, which cover expenses such as recordkeeping, accounting and legal fees. The fund managers for the plan's investment options also charge fees to cover the costs of managing their respective funds.

## How fees worked previously

Each investment option available in the plan charged fees based on a percentage of the assets in the fund. Each fund fact sheet showed how much you would pay in fees if you invested in that fund. The fees were subtracted from your funds' investment returns, so you never saw those subtracted amounts on your statement. Generally, more complex investment products will charge more in fees because managing those products is harder.

As in many retirement plans, some fund managers make payments back to the plan's recordkeeper (a process called revenue sharing). Under this arrangement, some participants may have paid more and others less based on how the investment funds they chose handled fees.

- **The takeaway:** The amount you paid in fees wasn't easy to determine, and administrative/recordkeeping fees could vary person to person depending on investment choices.

## How fees will work after the transition to Empower Retirement

Beginning July 29, 2019, your administrative/recordkeeping fee will be \$34 annually. It will be disclosed on your quarterly statement in a more straightforward and transparent way. No matter your balance, you'll pay the same amount in administrative expenses for the plan every year.

- **The takeaway:** The new arrangement will result in a more equitable approach. You will pay the same plan administrative fees, rather than paying based on their investment choices. You will still pay investment management fees, which are overall lower than the previous provider and will vary based on the funds you choose.



## Loan fees remain the same

If you take a loan from your account, there is a \$50 origination charge that will be deducted from your loan check. There will also be an annual loan fee of \$25, charged quarterly at \$6.25, that will be deducted from your account balance. In addition, the County will charge a one-time loan repayment set-up fee of \$25 and a loan maintenance fee of \$1.50 per month for each month you have a loan repayment. These amounts will be deducted from your paycheck.

## Self-directed brokerage fees

A \$50 annual fee will be charged if you are invested in the SDBA. In addition, you may be charged for trades depending on the investment option(s) selected. An SDBA fee schedule can be found on either [www.contracosta457.com](http://www.contracosta457.com) or [www.schwab.com](http://www.schwab.com). The SDBA is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments contained in the SDBA.

# New plan features

With the move to Empower, we've introduced some new features to enhance the plan:

## Lower fees

- See the previous section regarding how fees will decrease after the transition to Empower.

## Streamlined investment option lineup

- See the previous section for more information.

## Retirement education and counseling services

- With the move to Empower, we're rolling out Retirement Readiness Reviews. These are one-on-one, personalized meetings with your Retirement Plan Advisors designed to assess the current path you are on toward retirement, including:
  - How your assets are allocated.
  - Your savings rate.
  - Your planned retirement age.
  - The amount or percentage of your pre-retirement income you may need to replace.

Once the blackout is over, you can schedule a Retirement Readiness Review, at no cost to you, by calling Ed Lopez at (844) 446-8658, ext. 20433 or Kirsten Pancoast at (844) 446-8658, ext. 20402.

- Educational group meetings that cover specific plan features, investment strategies and distribution planning.
- Seminars on a variety of topics like asset allocation, basic and advanced investment principles, retirement strategies and more.

## Customer service

- If you need assistance, call toll-free **833-457-COCO (833-457-2626)** to speak with a representative. Representatives are available from 5 a.m. to 7 p.m. Pacific time Monday – Friday and 6 a.m. to 2:30 p.m. Saturday.
- You can also use the automated voice response system at **833-457-COCO (833-457-2626)** to monitor your account and make transactions at any time — 24 hours a day, seven days a week.

## Custom website and online resources

- Explore the new website at **[www.contracosta457.com](http://www.contracosta457.com)**.
- Access your account and make transactions.
- Find helpful details about the plan.
- Obtain your Lifetime Income Score to estimate your income in retirement.
- See how you compare to your peers.

# Frequently asked questions

## Why is the Contra Costa County Deferred Compensation Plan making changes?

The County is committed to providing a retirement plan that reflects industry best practices. The updates are designed to strengthen the plan and help you pursue your retirement savings goals more effectively.

## Will I be able to keep my account at MassMutual?

No. Your entire plan account balance with MassMutual, including all plan assets held in the Schwab SDBA, will be transferred to Empower Retirement. If you have assets in the Schwab SDBA, those assets will remain with Schwab after the transition.

## What can I expect in working with Empower's Retirement Plan Advisors?

Your local Retirement Plan Advisors can help you with a one-on-one account review and answer questions about your asset allocation, savings rate, planned retirement age and overall retirement preparedness. During the review, you and the Advisor will go over your personal situation and establish goals to confirm whether you're on the right track. Call your local Retirement Plan Advisors Ed Lopez at (844) 446-8658, ext. 20433 or Kirsten Pancoast at (844) 446-8658, ext. 20402.

## What will happen to my current loan?

If you currently have a loan balance, it will be transferred in full to Empower. You don't need to take any action. Your loan payments will not be disrupted as part of this transition and will continue to be deducted from your paycheck until your loan is repaid in full.

### I am currently receiving distribution payments. What will happen to these?

Your distribution payments will automatically transfer to Empower and continue to be sent to you. This includes required minimum distributions and periodic payments. However, Empower is not authorized to assume the banking information you provided to MassMutual. Therefore, your payments will be sent to you in the form of a check. After the blackout period ends, you can establish electronic deposits for future distributions from your plan account at Empower. You will be sent additional information and a form to establish electronic deposits in the near future.

### What are plan administration expenses and how do they get paid?

There are a variety of operating costs and expenses associated with the plan, including standard plan administration services such as recordkeeping and plan servicing expenses, as well as investment option costs. The plan charges an explicit administrative fee for transparency.

### What will the new crediting rate be for the Great-West Stable Value Fund?

The crediting rate will be declared approximately two weeks prior to the effective date of the transition. The crediting rate will then be communicated to you during an upcoming transition webinar or you may visit [www.contracosta457.com](http://www.contracosta457.com) to view the crediting rate. The Great-West Stable Value Fund is intended to provide safety of principal with minimal volatility while maintaining a stable credited rate of interest.<sup>5</sup>

### Do I pay any fees for the Contra Costa County Deferred Compensation Plan?

All investment options have expenses and other fees that can be found on the *Investment Information* page at [www.contracosta457.com](http://www.contracosta457.com) after the blackout period ends. Your other fees are outlined in the *A new approach to fees* section in this brochure.

## Managing your account: Online, by phone, face to face



**Online** – A feature-rich interactive website is available at [www.contracosta457.com](http://www.contracosta457.com) to research and change investment options, check your balance, make transactions and utilize retirement planning tools. You can also access the website from your mobile device, so you can manage your account on the go.



**By phone** – You can speak with a customer service representative who can answer your questions by calling Empower participant services at **833-457-COCO (833-457-2626)** Monday through Friday, from 5 a.m. to 7 p.m. Pacific time and Saturday from 6 a.m. to 2:30 p.m. after the transition. With the interactive voice response system, you can also monitor your account and make transactions at any time, 24 hours a day, seven days a week.<sup>6</sup>



**Face to face** – You can meet with your Retirement Plan Advisors Ed Lopez and Kirsten Pancoast to discuss your questions and specific retirement situation as well as topics such as contribution amounts, available catch-up amounts and asset allocation.

### Paperless solutions

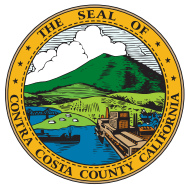
In an effort to reduce paper clutter, you'll be enrolled in paperless document delivery during the transition. Your paperless features will include on-demand statements and online beneficiary updates, which will be available when you log in to [www.contracosta457.com](http://www.contracosta457.com) after the transition. The interactive voice response system at **833-457-COCO (833-457-2626)** also offers many of these same capabilities.

You can also ask that printed copies of your statements be mailed to you at no charge. Log in to your account after the transition and click your name at the top of the page, then click *Change communication preference* and complete the requested information.

### Education and planning tools and support

Knowledge is power. The better you understand your account, what it offers and how it can help you build the retirement income you'll need, the more you can take advantage of its features and benefits. You'll have access to the following options that can help you make informed decisions about meeting your retirement goals:

- One-on-one sessions and group meetings covering specific plan features, investment information and strategic distribution planning.
- Online financial tools and calculators to guide you through retirement planning and savings decisions.
- Online access to investment option information, including fund fact sheets and investment performance returns, prospectuses and disclosure documents.
- Engaging and intuitive online retirement planning resources including Lifetime Income Score, Heath Cost Estimator and Peer Comparison.



# Contact us

## Empower Retirement

### Phone

Call **833-457-COCO (833-457-2626)**; Participant Services available Monday to Friday, from 5 a.m. to 7 p.m. Pacific time and Saturday from 6 a.m. to 2:30 p.m.

The voice response system is available 24 hours a day, seven days a week.

### Online

Visit **[www.contracosta457.com](http://www.contracosta457.com)** to learn more about the plan's investment choices and access retirement planning tools.

### One-on-one counseling sessions

Schedule a Retirement Readiness Review, at no cost to you, by calling Ed Lopez at (844) 446-8658, ext. 20433 or Kirsten Pancoast at (844) 446-8658, ext. 20402.

- 1 The Great-West Family of Companies refers to products and services offered through The Great-West Life Assurance Company, London Life Insurance Company, The Canada Life Assurance Company, Irish Life Group Limited, Great-West Life & Annuity Insurance Company, Putnam Investments, LLC, and their affiliates and subsidiary companies.
- 2 As of March 31, 2019. Information refers to all retirement business of Great-West Life & Annuity Insurance Company and its subsidiaries and affiliates, including Great-West Life & Annuity Insurance Company of New York, marketed under the Empower Retirement brand.
- 3 These dates and times are subject to change based on the ability of MassMutual and Empower Retirement to meet the associated deadlines and the successful transfer of data and assets by MassMutual to Empower Retirement.
- 4 Please contact Empower participant services immediately if you suspect any unauthorized use.
- 5 A collective trust stable value fund is offered by a bank or trust company. These investments have interest rate, inflation and credit risks associated with the underlying assets owned by the portfolio or fund. The strength of the wrap contracts, which provide book-value guarantees associated with a fund, depends on the financial strength of the financial institutions issuing the contracts.
- 6 Transfer requests received on business days prior to close of the New York Stock Exchange (1 p.m. Pacific time or earlier on some holidays or other special circumstances) will be initiated at the close of business the same day the request was received. The actual effective date of your transaction may vary depending on the investment option selected.

*Carefully consider the investment option's objectives, risks, fees and expenses. Contact us for a prospectus, summary prospectus or disclosure document containing this information. Read each carefully before investing.*

*You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to the fund, and you should not expect that the sponsor will provide financial support to the fund at any time.*

**Securities offered by GWFS Equities, Inc., Member FINRA/SIPC, marketed under the Empower brand.** GWFS is affiliated with Great-West Funds, Inc.; Great-West Trust Company, LLC; and registered investment advisers Advised Assets Group, LLC and Great-West Capital Management, LLC, marketed under the Great-West Investments™ brand. This material has been prepared for informational and educational purposes only and is not intended to provide investment, legal or tax advice.

IMPORTANT: The projections, or other information generated on the website by the investment analysis tool regarding the likelihood of various investment outcomes, are hypothetical in nature. They do not reflect actual investment results and are not guarantees of future results. The results may vary with each use and over time. Healthcare costs and projections, if applicable, are provided by HealthView Services. HealthView Services is not affiliated with GWFS Equities, Inc. Empower Retirement does not provide healthcare advice. A top peer is defined as an individual who is at the 90th percentile of the selected age band, salary range and gender.

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